Certified Evaluation Plans:
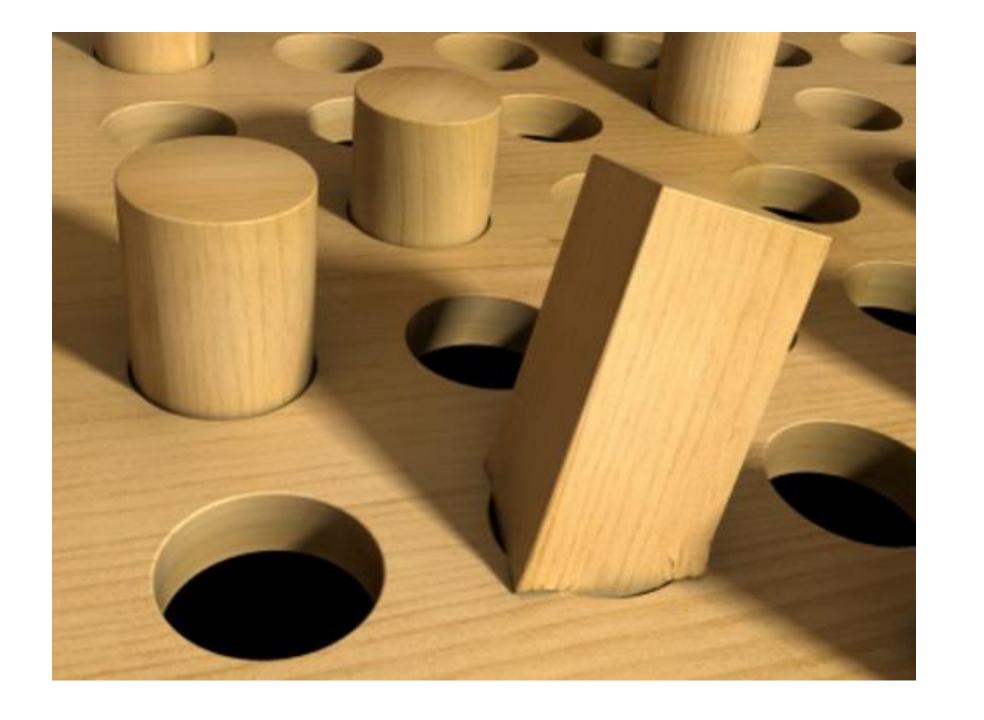
Avoiding Common Pitfalls

704 KAR 3:370:

Defines the four (4) **performance measures** for evaluating all certified personnel below the level of superintendent.

| Planning | Environment | Instruction | Professionalism |

A **performance rating** must be provided for each **performance measure** prior to determining the summative rating.

| Ineffective | Developing | Accomplished | Exemplary |

The Kentucky Framework for Personnel Evaluation
Role Group, Measure and Performance Criteria

Performance Criteria	Performance Measures			
	Planning	*Environment*	*Instruction*	*Professionalism*
Teacher *KY Framework for Teaching*	Domain 1 Planning and Preparation	Domain 2 Classroom Environment	Domain 3 Instruction	Domain 4 Professional Responsibilities
Other Professional *The Kentucky Frameworks for Teaching- Specialists Frameworks*	Domain 1 Planning and Preparation	Domain 2 The Environment	Domain 3 Delivery of Service	Domain 4 Professional Responsibilities
Principal Principal Performance Standards	Standard 3 Human Resource Management Standard 4 Organizational Management	Standard 2 School Climate Standard 5 Communication & Community Relations	Standard 1 Instructional Leadership	Standard 6 Professionalism
District Certified Personnel District determined performance criteria specific to evaluatee's job category	KRS 156.557 Section 4 704 KAR 3:370 Section 10 Performance criteria applicable to the evaluatee that characterizes professional effectiveness	KRS 156.557 Section 4 704 KAR 3:370 Section 10 Performance criteria applicable to the evaluatee that characterizes professional effectiveness	KRS 156.557 Section 4 704 KAR 3:370 Section 10 Performance criteria applicable to the evaluatee that characterizes professional effectiveness	KRS 156.557 Section 4 704 KAR 3:370 Section 10 Performance criteria applicable to the evaluatee that characterizes professional effectiveness

Ratings

Level	Previous	
Teachers and Other Professionals	**4 Domains**	
Principals	**6 Standards**	
District Personnel	**District Determined Standards**	

Ratings

Level	Previous	2018
Teachers and Other Professionals	4 Domains	**4 Measures**
Principals	6 Standards	**Planning Environment Instruction Professionalism**
District Personnel	District Decision	

Summative Process

Performance Measures

Planning

Environment

Instruction

Professionalism

Apply District Decision Rules

Determine Summative Rating

Teachers & Other Professionals

The Kentucky Framework for Personnel Evaluation
Role Group, Measure and Performance Criteria

Performance Criteria And Role	Measures			
	Planning	*Environment*	*Instruction*	*Professionalism*
Teacher *KY Framework for Teaching*	Domain 1 Planning and Preparation	Domain 2 Classroom Environment	Domain 3 Instruction	Domain 4 Professional Responsibilities
Other Professional *The Kentucky Frameworks for Teaching- Specialists Frameworks*	Domain 1 Planning and Preparation	Domain 2 The Environment	Domain 3 Delivery of Service	Domain 4 Professional Responsibilities

Performance Measures

Planning

Environment

Instruction

Professionalism

Apply District Decision Rules

Determine Summative Rating

Principals

The Kentucky Framework for Personnel Evaluation
Role Group, Measure and Performance Criteria

Performance Criteria And Role	Measures			
	Planning	*Environment*	*Instruction*	*Professionalism*
Principal Principal Performance Standards	Standard 3 Human Resource Management Standard 4 Organizational Management	Standard 2 School Climate Standard 5 Communication & Community Relations	Standard 1 Instructional Leadership	Standard 6 Professionalism

Performance Measures

Planning

Environment

Instruction

Professionalism

Apply District Decision Rules

Determine Summative Rating

District Certified Personnel

The Kentucky Framework for Personnel Evaluation
Role Group, Measure and Performance Criteria

Performance Criteria And Role	Measures			
	Planning	*Environment*	*Instruction*	*Professionalism*
District Certified Personnel District determined performance criteria specific to evaluatee's job category	Performance criteria applicable to the evaluatee that characterizes professional effectiveness	Performance criteria applicable to the evaluatee that characterizes professional effectiveness	Performance criteria applicable to the evaluatee that characterizes professional effectiveness	Performance criteria applicable to the evaluatee that characterizes professional effectiveness

Performance Measures

Planning

Environment

Instruction

Professionalism

Apply District Decision Rules

Determine Summative Rating

Evaluator Training

Requirements:

- Initial certified evaluation training and testing provided by KDE or approved provider

- If using observation as a source of evidence, define how the district will ensure that observers are trained prior to conducting observations.

- Personnel evaluation system training - minimum of six (6) hours *annually* of EILA-approved training

Language from the WOW document

Reminders:

- Review the CEP with all certified personnel below the level of superintendent within the first **30 calendar days** of reporting for employment

- At the conclusion of the Evaluation Cycle, the CEP ensures that evaluatee has the opportunity to submit a written statement in response to the summative rating and that the response is included in the official personnel record

- Use the updated assurances document when submitting

KDE Office Hours

Date	Day	Time EST
March 6	Tuesday	9:30am-10:30am
March 22	Thursday	2pm-3pm
April 3	Tuesday	9:30am-10:30am
April 19	Thursday	2pm-3pm
May 1	Tuesday	9:30am-10:30am
May 17	Thursday	2pm-3pm
May 22	Tuesday	9:30am-10:30am

Skype link on KDE Certified Evaluation Planning webpage.

Questions?

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Kentucky Department of Education

Our Children, Our Commonwealth